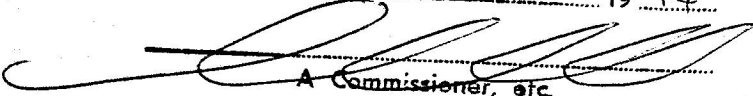


WILLIAM THOMAS ROSS

SWORN BEFORE ME THIS 20th DAY
OF JUNE 1994


A Commissioner, etc.

May 27, 1993

Ed. Carew
Dept. 9B20
MS 101
Bell Northern Research
PO Box 3511, Stn. "C"
Ottawa, K1Y-4H7
(613) 763-4629

Without Prejudice;

This is to confirm that I am the manager for Bill Ross. Bill reports to me as an Individual Contributor, Band 7 (IC7). This is a senior role equivalent to first level management in areas technical. I have attached a job description with this letter. Bill is in good standing at BNR.

Bill has asked me to look into corporate policy to determine what degree of employment flexibility BNR can extend to Bill should he be granted custody of his children and become a single parent with all the demands this implies. The result is that it is up to me. As long as Bill reports to me, I am willing to be flexible in the following manner:

Overtime: BNR policy for mandatory overtime is eight hours a week. I do not intend to ask Bill to work more and see no need for any overtime at the present time. Bill's job is mostly thinking and recommending, which can be performed just as well at home after his children are cared for.

Travel: Bill has the right to refuse travel unless it is in his primary job description, which it is not.

Working at Home: Should the children become ill and require Bill to stay at home to care for them, Bill is able to work at home and stay in touch with the office electronically on an occasional basis.

Children's Appointments (Doctor, Dentist, School ...): Bill has exercised this flexibility in the past and may do so in the future. BNR has flexible working hours.

BNR does not have any corporate policy in the above areas. Should Bill report to another manager, policy will be determined by his new manager. Bill and his skills are enough in demand that I am sure he will be able to negotiate similar terms with his future managers.

Sincerely;


Ed. Carew
Design Manager, Terminals